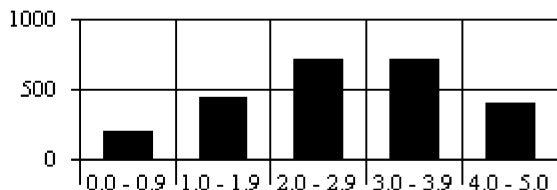


Item #1 - Reading words

This item indicates whether any written language symbols (alphabetical characters, letters, words, sentences, etc.) must be read on the job and, if so, the extent to which written symbols are used. The examples are self-explanatory, but note that these materials do not include items covered by Item 2 (Using numbers). Although it may seem that all jobs involve some reading, this is not always the case. Also, one should note that information must be obtained from the written materials. Simply the presence of written materials in the work environment does not justify a rating on this item. For example, a newspaper carrier handles a large amount of written material but would likely receive a low rating on this item because he or she does not read the newspapers as part of the job. Note also that the medium in which the written materials are presented is not to be considered; if words are read from a Video Display Terminal (VDT), the job would receive a rating on this item.

Distribution of the 2,491 jobs in the full WRQ job database:



Median 2.7

How the Median can be used to anchor item ratings

Examples of jobs in the PAQ database that are rated at each rating scale point:

Level	Job Title
0.0 - 0.9	Pourer, Hot Metal; Hand Sander; Yarn Winder; Machine Feeder
1.0 - 1.9	Tree Trimmer; Electronics Assembler; Janitor; Sawmill Worker
2.0 - 2.9	Camera Operator; Carpenter; Telephone Operator; Truck Driver, Light
3.0 - 3.9	Information Clerk; Drafter, Mechanical; Cashier; Hospital Admitting Clerk
4.0 - 4.9	Employment Interviewer; Manager, Personnel; Librarian; Reporter; Claim Adjuster
5.0	Newspaper Editor; University Professor, English Department; Attorney

To what extent is this individual capable or tolerant of this item?

Rate this Item on a scale of 0.0 (not capable or not tolerant) to 5.0 (highly capable or highly tolerant). [Instructions for Rating Items](#)

Limit this Item Definition of Item Limits Item Limits Decision Rule